

FACULTY AND PROFESSIONAL UNION
NEWSLETTER

LOCAL 1990

AFT (AFL-CIO)

APRIL 1988

GENERAL MEMBERSHIP MEETING
1:00 PM, TUESDAY, APRIL 12
POWELL 134A

CONTRACT REOPENER
LOCAL UNION NOMINATIONS
ON AGENDA
FOR TUESDAY, APRIL 12 MEETING

The Lecturers' contract reopener ratification vote and nominations for local union office will be the main items on the agenda of the general membership meeting of AFT Local 1990 to be held at 1:00 P.M. on Tuesday, April 12 in Powell 134A. All union members should plan to attend.

LECTURERS' CONTRACT

All Lecturers who are union members should now have received in the mail the new contract articles being proposed for ratification, as well as the old contract language for comparison. The union negotiators believe that there are significant improvements in grievance and arbitration procedures and will urge ratification of the contract reopener by the lecturers at this meeting.

NOMINATIONS

A nominations committee was chosen at the last general membership meeting on March 8 to make recommendations to the local for nominations for the up-coming election of union officers. The committee is made up of Susan Griffin, a lecturer in the writing program; Roberta (Continued on page 4)

GRIEVANCE VICTORIES
FOR LIBRARIANS

The Librarians Caucus of Local 1990 has recently won two substantial victories in grievances cases representing UCLA bargaining unit 17 librarians. We successfully challenged the University's refusal to re-employ a librarian laid off because of a cut in funding.

"Avoid Layoffs"

The librarian, one of two working in the ERIC Clearinghouse for Junior Colleges on the UCLA campus, was laid off in June, 1987. The ERIC Clearinghouse is funded by the Department of Education whose budget was cut as part of the on-going federal education budget cuts. The University was unwilling to accept the language or the spirit of the contract it agreed to in the initial negotiations, which says that "before laying off a librarian in the unit, the University shall attempt to avoid layoffs..." by various means.

Union Wins

The grievance representative, Roberta Medford, filed a grievance on behalf of the affected librarian and the union, asserting that she should be reassigned to a vacant bargaining unit positions rather than laid off. This grievance was (Continued on back.)

denied and was at the point of being heard by an outside arbitrator when the University ruled in our favor on a second grievance, requesting that she be re-employed under the provisions of the contract. She began her new assignment on April 1, 1988.

Important Victory

The recognition that a librarian in the bargaining unit is protected by the contract, whether or not her/his work unit is administratively or fiscally part of the Library system is an important victory. A similar situation on the Berkeley campus has not been resolved. The union will continue to insist that all of the librarians in the bargaining unit be dealt with consistently and in good faith by the University.

In another case represented by Eudora Lab, the union negotiated a satisfactory settlement on behalf of a UCLA career status librarian who had been terminated. Details cannot be revealed under the terms of the settlement, except to say that it met the librarians future needs in terms of benefits upon reaching retirement age.

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Members Hear Talks On Reviews, Appeals, and Grievances

Twenty lecturers, librarians and Senate faculty members attended the March 8 general membership meeting of Local 1990 and heard presentations on preparing for the six-year review, appeal unfavorable reviews, and union grievance procedures by

Jeanne Gunner and Susan Griffin.

Preparation for Review

Jeanne Gunner, speaking particularly to the needs of lecturers, explained that frequently lecturers were not properly prepared for their reviews. She suggested that all lecturers, and other employees as well, should keep their own employment file with a record of the courses they have taught, whether or not the course was an elective or required course, the enrollment, student evaluations, and comments.

"Write it Down"

Lecturers should also keep a record of faculty work they have done, university consulting, publications, workshops they have led and professional conferences they have attended. One may also wish to write letters to be inserted in their file explaining events that have taken place during their career, and have peers or students write letters. "Everytime you do anything," said Gunner, "put it down in writing."

Those who wish to see the guidelines suggested by Jeanne Gunner should contact her.

Time Limits

Susan Griffin explained the grievance procedure used by the Lecturers. The union is obligated by the state collective bargaining law to represent all employees within the bargaining unit whether or not they are union members, she explained. There is a 30-day limit for filing a grievance. Those who have questions should contact the union and see if

their problem should be handled as a formal grievance.

Informal Meetings

The first step of a grievance is an informal discussion with the department chair, at which point hopefully the problem can be resolved, as many are. However, if it is not, resolved the second step is an informal discussion with a higher campus official, such as the dean or vice-provost. If an appointment with the dean or vice-provost is requested to discuss a grievance, that appointment must be granted within five days. Here again, the problem may be resolved at this second step.

Formal Grievance

If the problem is not resolved at the second step, then a formal grievance is filed. Susan Griffin urged any member of the collective bargaining unit with a possible grievance to contact the union to discuss their situation as soon as possible.

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MEETINGS HELD WITH LECTURERS IN SEVERAL DEPARTMENTS

The union has held meetings with groups of employees in various departments to discuss the general situation, specific problems and grievances and to recruit new members. Recently Lecturers, Librarians and Senate faculty have joined.

We welcome these new members and look forward to seeing them at coming meetings and events.

SUNDAY BRUNCH

R.S.V.P.

AFT Local 1990 will hold a Sunday brunch from 11 a.m. to 2 p.m. on April 17 at the home of Roberta Medford. All union members are invited. If you plan to come, please call Roberta Medford to confirm and to get directions.

AFT T-SHIRT

"I PAID MY DUES"

An attractive union T-Shirt with the AFT emblem on the front and the slogan "I Paid My Dues" on the back, looking like chalk on the blackboard, will be made available to union members at the general membership meeting on Tuesday, April 12 at 1:00 p.m. in Powell 134A. Any union member who is unable to make the meeting, but wants a T-shirt should call Micki Goral.

LIBRARIAN REOPENERS

The Librarians of the UC-AFT have reopened two articles for renegotiation this year (in addition to the automatically opened salary article): grievance and arbitration. Bargaining begins in early May and will continue into June as needed to reach agreement on contract terms. We anticipate that the university will reopen the articles on layoff and re-employment, and attempt to reduce our contract rights under which

the recent re-employment grievance was won.

Much Discussion

The grievances and the possible contract negotiations on layoff and re-employment have opened continuing and lively discussions among librarian union members. Questions and opinions are being aired regarding the extent of job protection, the determining of librarians qualifications for reassignment or re-employment in the event of possible layoff, and fundamental union policy and procedures in pursuing grievances. As contract negotiations proceed, Librarian Caucus discussion and input will continue to be needed. We have also decided to hold a confirmation election in Fall 1988 for Librarian Caucus grievance representatives and other offices.

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Academic Achievement of Union Members

Future issues of the UC Perspective, a state-wide publication for University of California academic union members published by the University Council of AFT will include a column on academic achievements of union members. Please let us know of your publications, offices or other honors.

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LIBRARIANS ASSERT VOICE IN LIBRARY MANAGEMENT

The Librarians Caucus has recently spoken out on several UCLA Library policy issues that effect our terms and conditions of employment, as well as quality of library collections and services.

We recently presented a summary of union concerns to the University Librarian to be addressed in a future "State of the Library" message. Workload, layoff, library security and environment, and earthquake safety issues were included.

Union Position

On Security

Miki Goral, Roberta Medford and Tim Sheeby met recently with Library and Labor Relations administrators to express union objections to a proposal requiring badges for Library staff, and presented our suggestions regarding needed library security measures.

A union response to a Library proposal regarding on-line ready reference service is in progress at this time. In this case our input was requested by the Library administration, which we see as a recognition of the role of the union in Library policy affecting the bargaining unit.

We will continue to speak intelligently and forcefully to management using this avenue, along with grievances and contract negotiations, to protect and improve the librarians situation at the UC.

Reopener (Continued from p.1)

Medford, a librarian at URL; and Elizabeth Cortina, a demonstration teacher at Seeds-University Elementary School. Please contact one of the members of the committee if you wish to place your name or the name of another union member in nomination.

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